A7640-3
8/2/82

nea helping teachers teach
RESEARCH MEMO
National Education Association
1201 Sixteenth Street, N.W. • Washington, D.C. 20036

Salaries Scheduled for Faculty in Higher Education, 1980-81

– NEA 436 SD

NATIONAL EDUCATION ASSOCIATION

WILLARD H. McGUIRE, *President*
BERNIE FREITAG, *Vice-President*
MARY HATWOOD FUTRELL, *Secretary-Treasurer*
TERRY HERNDON, *Executive Director*

NEA RESEARCH

W. Frank Masters, *Director*
Peg J. Jones, *Associate Director*

William E. Dresser
Assistant Manager
Graphics

James R. Ferguson
Manager
Research Services

Andrew H. Griffin
Manager
Research Services

Norma W. Plater
Assistant Manager
Administrative Services

Donald P. Walker
Manager
Research Services

Duvon G. Winborne
Manager
Computer and Statistical Programming

SALARIES SCHEDULED FOR FACULTY IN HIGHER EDUCATION, 1980-81

William S. Graybeal
Project Director

Reproduction: No part of this report may be reproduced in any form without written permission from NEA Research, except by NEA-affiliated associations. Any reproduction of the report materials must include the usual credit line and the copyright notice. Address communications to Editor, NEA Research.

Copyright © 1982 by the
National Education Association
All Rights Reserved

FOREWORD

This annual report supplies NEA affiliates and members, and the higher education community, with current information about the presence of faculty salary schedules and statistics on the levels of scheduled salaries. While not an accurate indicator of the average levels of faculty salaries being *paid*, the statistics allow a review of the status and trends—i.e., how a local institution's provisions compare with other institutions in levels of scheduled salaries, ratio of levels of minimum and maximum salaries for each rank or preparation level, and number of scheduled salary increments—in scheduled salary levels useful for planning and negotiating salary policies.

Local and state associations affiliated with NEA may obtain a list of salaries scheduled in each institution not stipulating that its data not be released. Contact William S. Graybeal at 202/822-7435 for these lists or for copies of the complete salary schedule for specific institutions.

We appreciate the invaluable assistance from the institutions of higher education that responded to our survey. Tonya Terry, Statistical Assistant handled the operations pertaining to issuing, receiving, and coding of salary schedule data, Nancy Chow, Computer Applications Programmer programmed the computer and processed the data, and members of the NEA Data Processing and the NEA Research Copy Preparation staff provided the valuable services that assured timely release of this publication.

William S. Graybeal
Research Specialist
NEA Research

March 1982

PREFACE

In addition to the improving the quality and efficiency of institutional planning and budgeting of salary-related expenditures, the faculty salary schedule can serve several desirable purposes related to faculty morale and productivity, as follows:

- Access to the institution's statement of salary policies enables each faculty member to know his or her present and likely future salary status. This knowledge can minimize the discomfort and time that individual faculty members need to devote, in the absence of a salary schedule, to evaluating one's salary status and making the case for negotiating improvements in one's salary on an individual basis each year. Also, it can reduce the amount of time faculty members and administrators must spend in negotiating the salary of each individual faculty member.
- The policy enables each faculty member to estimate the salary level of fellow faculty members, alleviating the concern for equity in salary treatment through assuring that faculty possessing given combinations of professional characteristics are being paid comparable amounts.
- The policy makes it possible for the institution to state its assessment (ideally resulting from deliberations in which the faculty point of view has been a significant factor) of various professional characteristics and accomplishments as reflecting faculty worth to the institution. This announced policy provides direction and incentives for faculty development. For example, differential payments for each faculty rank or academic preparation level promote interest in achieving higher ranks and/or preparation levels, thereby improving the quality of performance. Also, specification of attractive future salary gains that will accompany years of successful experience may encourage faculty members, in particular younger faculty, to remain at the institution instead of seeking employment elsewhere.

NEA Research Memo *March 1982*

SALARIES SCHEDULED FOR FACULTY IN HIGHER EDUCATION, 1980-81

This memo provides a summary of faculty salaries scheduled for 1980-81 in 2-year and 4-year higher education institutions. A total of 1,142 institutions have salary schedules summarized for 1980-81, which represents 35.3 percent of the 3,231 higher education institutions in this country. About three-fifths (58.6 percent) of these institutions responded to an NEA Research request to indicate whether or not they had a faculty salary schedule. It is likely that most of those not responding did not feel it was necessary to advise that they did not have a salary schedule.

The tables contain summaries of data for the following numbers of institutions (in parentheses are the percentages of all institutions in the classification):

- 530 public 2-year institutions (56.1 percent)
- 211 public 4-year or higher degree-granting institutions (38.2 percent)
- 355 private 4-year or higher degree-granting institutions (25.3 percent)
- 46 private 2-year institutions (14.0 percent)

A *salary schedule*—as defined in the survey questionnaire—is "an officially adopted policy that designates minimum and maximum salaries for each rank or level of academic preparation and that may also specify the number and/or amount of salary increments within the range of scheduled salaries for faculty in each classification." Salary policies were not summarized that (1) did not identify the minimum and maximum salaries for at least two ranks or preparation levels and/or (2) reported the highest and lowest salaries being paid, implying that these resulted from the review of salary levels agreed to with individual faculty instead of from a policy that was used in determining the range or specific levels of faculty salaries.

The faculty salary schedule—presently found in nearly all public school systems as well as in the majority of public 2-year institutions of higher education—is reported by less than half of other higher education institutions. Since 1952-53, when NEA Research collected the first national data about higher education salary policies, some growth has occurred both in the extent these policies are reported and in the proportion of faculty affected by them. The following statistics suggest that a major part of this expansion occurred prior to 1970-71:

Year	Percent of institutions having faculty salary schedules	Approximate percent of faculty in institutions having faculty salary schedules
1952-53	26.9%	Not available
1970-71	33.8	33.5%
1980-81	35.3	37.9

About 50 institutions reported faculty salary policies that did not contain the essential provisions established by NEA Research. Two-thirds of these policies provide for only the minimum and/or entry-level salaries to be paid; an additional one-tenth provide for only the maximum salaries for each rank; and the remaining one-fifth cite conditions other than faculty rank and/or preparation level, possibly accompanied by experience in rank and/or preparation level, as the structure for assigning and adjusting faculty salaries. Some of these salary schedules are based upon the teaching load of faculty employed part time, and a few provide salary information for only one rank. Schedules basing faculty salaries upon academic preparation level and teaching experience were reported by only a few 4-year or higher degree-granting institutions.

A few institutions had not completed negotiations by the end of August for salary policies applicable to the preceding academic year. In these cases the

scheduled salaries for the preceding year are used in this summary. Also, those few 4-year institutions that reported use of academic preparation instead of faculty rank as the primary structure of their salary policy were not included in this summary.

Survey Population and Data Units

The survey included all institutions listed in the National Center for Education Statistics *Directory of Higher Education* located in the 50 states or the District of Columbia. Because their salary arrangements and contracts may not be entirely comparable with those of faculty in other institutions, data were not processed for the U.S. Service Academies, medical schools (except for preclinical faculty), and for a few very small institutions preparing clergy or scholars for assignments within a specific denomination.

The unit of data is the institution or each campus of institutions having more than one campus listed in the NCES *Directory*. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved, as would be found in the national summaries of faculty salaries paid. Summary statistics are provided for institutions grouped by their source of control, type, and enrollment size in order to allow users an opportunity to assess salary conditions in peer institutions and/or improve the accuracy of estimates of national conditions when considering the numbers of faculty involved.

Some universities may report having separate salary schedules for selected professional schools in addition to a schedule for faculty in the central, primarily undergraduate, segment of the institution. For these few institutions, the schedule for regular academic arts and sciences faculty is used for the summary of scheduled salaries.

The group of small private institutions is relatively large. It contains many small church-related colleges and some professional schools, each employing a small number of teaching faculty. As a result, the institutions in this classification may not be as homogeneous as those in other groups.

Survey Data Defintions

Institutions were asked to send a copy of their salary schedule or negotiated contract along with the questionnaire containing spaces for reporting scheduled minimum and maximum salaries and the number of scheduled salary increments, if any. Schedule materials were supplied by more than two-thirds of the responding institutions. Data for the remaining one-third, however, may not be entirely comparable as a result of differences among respondents in the method of reporting longevity and merit as well as the number of increments; maximum salaries where more than one salary lane is provided for a faculty rank; listing of a maximum salary for an intermediate academic preparation level instead of that for the preparation level prescribed in the questionnaire; and salary range information when no salary schedule exists.

The following paragraphs define the terms related to salary schedule information in this summary.

Increments—The number of salary increases that a faculty member may expect to receive while remaining in a given academic rank and/or educational preparation classification. Where steps are given in a salary schedule, the number of increments is one less than the number of salary steps.

Longevity/long-service increments—Usually awarded for 3-5 years of service by a faculty member after having attained (and remained at) the top of the scheduled increments. These salary adjustments are considered to lie outside the regular increment provisions and are not included in calculating the maximum scheduled salary or the number of scheduled salary increments.

Minimum scheduled salary—The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation and/or faculty rank.

Maximum scheduled salary—The salary listed for the final regular increment in a given faculty rank or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status. In cases where the institution reports no scheduled maximum salary for a given rank or preparation level, NEA Research adapted the reported information when appropriate. If the institution provided for regular salary increments, NEA Research estimated the maximum to be the salary scheduled at the twelfth regular increment. If the institution reported the maximum salary being paid, NEA Research used that figure as the maximum scheduled salary. If the institution provided a scheduled minimum salary without a provision for increments, NEA Research treated the schedule as not having a maximum scheduled salary.

Maximum scheduled salary for a given level of educational preparation—Some salary schedules provide a separate salary lane for faculty at each of several levels of educational preparation among and beyond the four summarized in this study. The maximum scheduled salary processed for a given level of educational preparation (Bachelor's degree, Master's degree, Master's degree plus 30 semester hours, and Doctor's degree) is the scheduled maximum salary for a faculty member whose highest level of preparation is that particular level. For example, data from a salary schedule lane for the Master's degree plus 15 semester hours would not be included in this summary.

Merit increments—These are salary adjustments or special increments scheduled for faculty who receive top ratings in evaluations of their performance and/or efficiency as defined by the institution. The criteria for merit increments go beyond the traditional salary schedule structure using faculty rank, years of successful experience, and/or level of academic preparation. For the most part, NEA Research has not included such merit, or "special," increments in this summary; in the few instances where merit-increment salary levels are included in the data being summarized, they: (1) generally are available to all faculty meeting the clearly-defined criteria; (2) are integrally a part of the "satisfactory performance for the preceding year" criterion implied in all salary schedules having scheduled increments; or (3) are included by the respondent without sufficient documentation to allow a revision of the reported salary figures through removal of the merit increment.

Increments requiring more than one year of satisfactory service—Regular increments that require faculty to remain at each salary step for two or more years. Where the time required at each salary step is two years, the scheduled increments are included for this summary; where three or more years are required for an increment, the number of increments is not included. Where these multiple-year increments are listed over-and-beyond a regular series of annual increments, they are treated as long-service increments and are not included in the calculation of the maximum scheduled salaries.

Salaries scheduled for initial placement—The salary level paid only to incoming faculty having various combinations of professional preparation and related experience. Salary schedule materials limited to this consideration are not included in this summary because the data neither apply to regular continuing faculty nor provide any indication of the future salary status of incoming faculty after the first year in the institution.

Public 2-Year Institutions

Salary schedules in 2-year institutions are structured on levels of academic preparation completed or faculty ranks, or both. In public 2-year institutions 76.4 percent of salary schedules are structured on the basis of academic preparation. Except in the Northeast, where practically all salary schedules (91.2 percent) are based on faculty rank, the use of schedules based on academic preparation predominates. In the Southeast, 3 salary schedules in 4 (73.7 percent) are based on academic preparation; and in the Middle and Western states, 9 salary schedules in 10 are based on academic preparation (87.6 and 97.6 percent, respectively).

Two-fifths of all public institutions having salary schedules are situated in the West (39.8 percent); one-fourth in the Middle states (24.3 percent); and less than one-fifth in the Southeast and in the Northeast (18.7 percent and 17.2 percent, respectively).

Tables 1 and 2 review the scheduled faculty salaries in public 2-year institutions in 1980-81. The mean 1980-81 scheduled salaries, the percentage of increase over the mean of 1979-80 scheduled salaries, and the percentage of increase of the mean of scheduled salaries in the institutions reporting both years are as follows:

Schedule base and level	Mean scheduled salary, 1980-81	Percent of increase over mean scheduled salary, 1979-80	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Bachelor's degree	$13,596	12.7	9.2
Master's degree	14,817	12.7	9.5
Six years	16,131	12.4	9.4
Doctor's degree	17,756	12.3	9.4
MAXIMUM SALARIES			
Bachelor's degree	20,592	12.6	10.3
Master's degree	22,918	12.3	10.0
Six years	24,768	12.6	9.7
Doctor's degree	27,380	13.3	9.4
Number of institutions	404	404	348
MINIMUM SALARIES			
Instructor	12,790	2.3	8.5
Assistant professor	14,629	-0.6	8.6
Associate professor	17,084	-1.5	8.7
Professor	19,798	-2.3	8.5
MAXIMUM SALARIES			
Instructor	19,890	7.5	9.0
Assistant professor	23,236	6.6	9.1
Associate professor	26,288	4.4	8.7
Professor	30,507	3.6	8.8
Number of institutions	156	156	130

A major cause of the discrepancy between the percents of increase in mean scheduled salaries where all schedules are involved, as compared with those where only the salary schedules of institutions reporting both years are involved, is the correction in the classification of the salary schedules for campuses of the University of Alaska providing 2-year programs. These schedules provide relatively high levels of faculty salaries, and they were moved from the faculty rank classification in 1979-80 to the academic preparation classification in 1980-81.

Increments are included in 90.1 percent of the schedules based on academic preparation and in 51.3 percent of those based on faculty rank. The number of schedules providing increments, the mean number of scheduled increments, and the mean amount of scheduled increments are as follows:

Schedule base and level	Provision of increments		
	Number of schedules providing	Mean number of increments	Mean amount of increments
Bachelor's degree	333	12	616
Master's degree	365	13	646
Six years	342	14	648
Doctor's degree	345	15	682
Instructor	79	12	572
Assistant professor	80	12	657
Associate professor	80	11	757
Professor	80	12	890

Public 4-Year Institutions

Nearly all salary schedules in public 4-year or higher degree-granting institutions are based on faculty rank. (The few based on academic preparation are not included in this summary.) Several schedules also provide separate scales within each rank to specify salary differences based on the level of academic preparation completed. Tables 3 and 4 summarize scheduled salaries in public 4-year colleges and universities. Of the faculty in public institutions with salary schedules, more than 2 faculty in 5 (45.2 percent) are in large public universities (column 2). The public colleges (column 5) with salary schedules also account for 2 faculty members in 5 (40.8 percent) who are employed in institutions having salary schedules.

Over two-fifths of the 206 public institutions with salary schedules (43.1 percent) are in the Northeast; one-fourth (27.5 percent) in the West; one-fifth (18.5 percent) in the Southeast; and the remainder (10.9 percent) in the Middle states.

The mean of 1980-81 scheduled salaries, the percentage of increase over the mean 1979-80 scheduled salaries, and the percentage of increase in the mean of scheduled salaries in the public institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1980-81	Percent of increase over mean scheduled salary, 1979-80	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Professor	$23,082	7.8	6.6
Associate professor	18,874	7.7	6.7
Assistant professor	15,417	7.3	6.6
Instructor	13,158	8.2	8.0
MAXIMUM SALARIES			
Professor	37,842	10.8	9.3
Associate professor	30,363	10.8	9.4
Assistant professor	25,017	10.9	9.1
Instructor	19,844	9.7	8.4
Number of institutions	211	211	187

The mean number of increments sched-uled in 116 public 4-year college and university salary schedules with increments—55.0 percent of those having salary schedules—is nine for professors and assistant professors and is eight for associate professors and instructors. The mean amounts of the increments range from $1,433 for professors, $1,111 for associate professors, $889 for assistant professors, to $750 for instructors.

Private 4-Year Institutions

Tables 5 and 6 summarize scheduled salaries in 353 private 4-year colleges and universities. More than half (58.0 percent) of the faculty are employed in colleges enrolling 1,000 or more students; one-sixth (16.0 percent) in colleges enrolling from 500 to 999 students; one-eighth (14.0 percent) in universities enrolling 5,000 or more; and less than one-tenth in each of the remaining two groupings.

The middle region has almost one-third (32.7 percent) and the Northeast has more than one-fourth (29.0 percent) of the private 4-year institutions with salary schedules; the remaining two regions each have one-fifth (18.3 percent in the Southeast and 20.0 percent in the West).

The mean of 1980-81 scheduled salaries, the percentage of increase over the mean 1979-80 scheduled salaries, and the percentage of increase of the mean

in the 304 private 4-year institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1980-81	Percent of increase over mean scheduled salary, 1979-80	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Professor	$19,158	9.4	8.1
Associate professor	16,355	9.0	8.3
Assistant professor	13,780	8.0	8.0
Instructor	11,855	8.4	8.6
MAXIMUM SALARIES			
Professor	26,248	10.4	9.2
Associate professor	21,915	9.6	8.5
Assistant professor	18,850	9.3	9.0
Instructor	15,365	9.3	8.7

About 2 out of every 5 (40.6 percent) private 4-year institution schedules provide for faculty salary increments. The mean number of scheduled increments is eleven for professors, associate professors, and assistant professors, and eight for instructors. The mean amounts of scheduled increments range from $745 for professors, $597 for associate professors, $558 for assistant professors, to $493 for instructors.

Private 2-Year Institutions

Among the 46 private 2-year institutions reporting salary schedule information, 35 institutions have schedules based on academic preparation and 15 have schedules based on faculty rank. (Four have schedules based on both factors.)

Salary schedules from private 2-year institutions are distributed among the regions as follows: 10 in the Northeast, 16 in the Southeast, 16 in the Middle states, and 4 in the West.

Mean scheduled salaries in private 2-year institutions in 1980-81 are as follows:

Base of salary schedule and lane of scheduled salary	Mean scheduled salary, 1980-81	
	Minimum	Maximum
ACADEMIC PREPARATION		
Bachelor's degree	$10,091	$13,124
Master's degree	11,151	14,934
Six years	11,642	15,639
Doctor's degree	12,476	16,423
FACULTY RANK		
Instructor	10,981	14,261
Assistant professor	12,446	16,332
Associate professor	14,009	18,079
Professor	15,406	20,201

The mean number of increments in 26 private 2-year college schedules based on academic preparation (74.3 percent) is 9 for the bachelor's degree, 12 for the master's degree, 14 for the six-year level, and 13 for the doctor's degree. The mean amounts of these salary schedule increments range from $330 for the the six year level of preparation to $431 for the bachelor's degree. The mean number of increments in 9 private institution schedules based on faculty rank (51.3 percent) is nine for instructors, assistant professors, and associate professors, and is ten for professors. The mean amounts of scheduled increments range from $450 for instructors to $633 for professors.

APPENDIX

List of Tables

1. Scheduled Minimum and Maximum Salaries in Public 2-Year Colleges Basing the Salary Schedule on Academic Preparation, by Enrollment and Preparation Level, 1980-81 11

2. Scheduled Minimum and Maximum Salaries in Public 2-Year Colleges Basing the Salary Schedule on Faculty Rank, by Enrollment and Faculty Rank, 1980-81 12

3. Scheduled Minimum Salaries of Public 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1980-81 13

4. Scheduled Maximum Salaries of Public 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1980-81 14

5. Scheduled Minimum Salaries of Private 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1980-81 15

6. Scheduled Maximum Salaries of Private 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1980-81 16

7. Scheduled Minimum and Maximum Salaries in Private 2-Year Colleges Basing the Salary Schedule on Academic Preparation, 1980-81 17

8. Scheduled Minimum and Maximum Salaries in Private 2-Year Colleges Basing the Salary Schedule on Faculty Rank, 1980-81 18

TABLE 1. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1980-81

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES				
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	70	9,000	10,497	12,010	14,201	13,677	42,547
ENROLLMENT 1,000-1,999	69	8,820	10,823	12,258	12,519	13,677	30,185
ENROLLMENT 2,000 AND OVER .	227	8,820	12,098	13,665	13,733	15,638	18,259
TOTAL	366	8,820	11,436	12,900	13,594	15,142	42,547
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	75	10,100	12,281	13,150	15,480	14,959	44,674
ENROLLMENT 1,000-1,999	75	9,800	11,830	13,300	13,785	15,074	31,694
ENROLLMENT 2,000 AND OVER .	254	10,948	12,868	14,535	14,927	17,051	19,100
TOTAL	404	9,800	12,620	14,115	14,817	16,431	44,674
SIX YEARS							
ENROLLMENT UNDER 1,000	69	11,300	12,982	14,200	16,849	16,518	48,801
ENROLLMENT 1,000-1,999	68	10,530	12,580	14,297	14,687	16,518	33,203
ENROLLMENT 2,000 AND OVER .	235	11,400	14,362	16,069	16,337	18,340	20,518
TOTAL	372	10,530	13,508	15,500	16,131	17,745	48,801
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	69	11,500	13,707	15,500	18,414	18,482	51,056
ENROLLMENT 1,000-1,999	70	10,700	13,488	15,574	16,428	19,476	36,222
ENROLLMENT 2,000 AND OVER .	244	11,566	15,340	17,866	17,951	20,625	24,275
TOTAL	383	10,700	14,880	16,896	17,756	19,981	51,056
MAXIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	70	10,500	15,680	18,297	20,845	20,356	59,566
ENROLLMENT 1,000-1,999	69	11,270	15,543	16,843	18,143	19,481	42,259
ENROLLMENT 2,000 AND OVER .	227	11,918	18,575	21,450	21,259	24,018	30,157
TOTAL	366	10,500	16,843	20,224	20,592	23,287	59,566
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	75	13,550	17,852	19,841	23,261	23,233	65,948
ENROLLMENT 1,000-1,999	75	13,720	17,570	19,152	20,609	22,978	46,786
ENROLLMENT 2,000 AND OVER .	254	15,000	21,192	23,843	23,498	25,941	42,344
TOTAL	404	13,550	19,085	22,505	22,918	25,659	65,948
SIX YEARS							
ENROLLMENT UNDER 1,000	69	14,932	19,543	21,839	25,460	24,266	72,330
ENROLLMENT 1,000-1,999	68	14,742	18,354	19,928	21,394	23,162	51,314
ENROLLMENT 2,000 AND OVER .	234	15,900	23,008	25,495	25,544	29,126	42,947
TOTAL	371	14,742	20,316	24,000	24,768	27,704	72,330
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	69	15,900	20,264	23,843	28,859	25,484	93,603
ENROLLMENT 1,000-1,999	70	16,200	20,238	23,148	23,806	25,457	66,407
ENROLLMENT 2,000 AND OVER .	243	16,600	24,995	28,363	27,990	31,636	44,756
TOTAL	382	15,900	23,148	26,178	27,380	30,734	93,603

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1980-81

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	23	8,745	10,668	11,870	12,020	13,800	15,297
ENROLLMENT 1,000-1,999	34	9,048	11,000	12,125	12,491	13,800	15,330
ENROLLMENT 2,000 AND OVER .	98	9,911	12,100	12,823	13,074	14,170	17,582
TOTAL	155	8,745	11,250	12,555	12,790	14,170	17,582
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	24	9,625	11,529	13,835	13,496	15,015	18,471
ENROLLMENT 1,000-1,999	34	10,600	13,631	14,520	14,613	15,449	18,471
ENROLLMENT 2,000 AND OVER .	98	11,000	13,325	14,544	14,913	16,081	21,080
TOTAL	156	9,625	13,205	14,520	14,629	16,081	21,080
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	24	11,500	12,425	16,967	15,882	17,962	21,719
ENROLLMENT 1,000-1,999	34	10,800	15,471	16,940	16,968	17,996	21,719
ENROLLMENT 2,000 AND OVER .	98	11,000	15,527	16,940	17,419	18,677	24,740
TOTAL	156	10,800	15,500	16,940	17,084	18,343	24,740
PROFESSOR							
ENROLLMENT UNDER 1,000	23	12,500	14,045	19,258	18,155	21,720	24,964
ENROLLMENT 1,000-1,999	33	10,900	17,196	19,360	19,498	22,000	24,964
ENROLLMENT 2,000 AND OVER .	98	11,000	17,963	19,995	20,285	21,529	29,607
TOTAL	154	10,900	17,375	19,360	19,798	21,720	29,607
MAXIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	23	10,500	13,318	16,940	17,175	20,087	24,240
ENROLLMENT 1,000-1,999	34	12,921	16,940	18,748	20,952	20,553	55,000
ENROLLMENT 2,000 AND OVER .	98	14,310	18,328	20,225	20,159	21,139	28,298
TOTAL	155	10,500	16,940	19,733	19,890	21,138	55,000
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	24	13,000	14,382	19,451	20,879	22,904	38,280
ENROLLMENT 1,000-1,999	34	13,913	19,360	21,497	23,795	23,003	55,000
ENROLLMENT 2,000 AND OVER .	98	16,292	21,161	23,784	23,619	26,053	30,876
TOTAL	156	13,000	19,360	23,050	23,236	24,306	55,000
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	24	14,993	15,715	23,393	23,121	26,631	38,400
ENROLLMENT 1,000-1,999	34	14,993	21,780	24,117	26,248	26,309	55,000
ENROLLMENT 2,000 AND OVER .	98	18,468	23,778	26,754	27,077	29,090	37,880
TOTAL	156	14,993	21,780	26,307	26,288	28,107	55,000
PROFESSOR							
ENROLLMENT UNDER 1,000	22	16,800	17,727	25,258	28,145	31,203	56,400
ENROLLMENT 1,000-1,999	33	17,209	24,200	27,580	29,799	30,022	56,400
ENROLLMENT 2,000 AND OVER .	97	20,020	26,699	30,957	31,283	33,776	47,263
TOTAL	152	16,800	24,200	29,707	30,507	32,825	56,400

TABLE 3.--SCHEDULED MINIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1980-81

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	40	28	11	132	211
NUMBER OF FACULTY,ALL RANKS	33,408	8,635	1,749	30,165	73,957
SCHEDULED SALARIES					
HIGHEST	28,560	28,560	28,560	56,098	56,098
QUARTILE 3	28,560	24,375	28,400	24,599	25,068
MEDIAN	23,943	20,164	21,375	21,803	21,900
QUARTILE 1	20,700	17,794	20,073	20,000	20,000
LOWEST	17,794	15,400	20,000	12,000	12,000
MEAN	24,418	20,980	23,096	23,121	23,082
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	40	28	11	132	211
NUMBER OF FACULTY,ALL RANKS	33,408	8,635	1,749	30,165	73,957
SCHEDULED SALARIES					
HIGHEST	23,200	23,200	23,200	46,134	46,134
QUARTILE 3	22,620	19,119	22,620	20,187	20,816
MEDIAN	19,496	17,340	17,469	18,520	18,200
QUARTILE 1	17,625	15,683	16,600	15,500	15,500
LOWEST	15,000	12,825	14,703	11,500	11,500
MEAN	19,898	17,565	18,626	18,862	18,874
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	40	28	11	132	211
NUMBER OF FACULTY,ALL RANKS	33,408	8,635	1,749	30,165	73,957
SCHEDULED SALARIES					
HIGHEST	18,600	18,600	18,600	37,211	37,211
QUARTILE 3	17,964	15,238	17,964	16,607	16,651
MEDIAN	16,300	14,345	14,918	15,230	15,230
QUARTILE 1	13,885	13,873	13,700	12,500	13,000
LOWEST	12,500	12,100	12,000	11,000	11,000
MEAN	15,976	14,647	15,278	15,423	15,417
INSTRUCTOR					
NUMBER OF INSTITUTIONS	40	28	11	131	210
NUMBER OF FACULTY,ALL RANKS	33,408	8,635	1,749	30,089	73,881
SCHEDULED SALARIES					
HIGHEST	16,392	16,392	16,392	30,077	30,077
QUARTILE 3	16,392	13,575	15,800	13,663	14,496
MEDIAN	13,560	12,667	11,690	12,667	12,667
QUARTILE 1	12,000	11,957	11,500	11,000	11,200
LOWEST	9,855	9,788	10,000	9,120	9,120
MEAN	13,751	12,747	12,922	13,085	13,158

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1980-81

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	35	28	9	130	202
NUMBER OF FACULTY,ALL RANKS ..	29,284	8,635	1,391	30,032	69,342
SCHEDULED SALARIES					
HIGHEST	56,400	48,600	48,600	82,451	82,451
QUARTILE 3	47,263	44,295	...	41,760	44,147
MEDIAN	34,476	35,807	34,476	34,573	34,573
QUARTILE 1	34,476	29,610	...	32,050	32,050
LOWEST	26,900	26,056	23,691	22,450	22,450
MEAN	39,867	36,188	36,536	37,743	37,842
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	40	28	11	132	211
NUMBER OF FACULTY,ALL RANKS ..	33,408	8,635	1,749	30,165	73,957
SCHEDULED SALARIES					
HIGHEST	55,000	37,467	33,200	63,877	63,877
QUARTILE 3	33,800	35,566	31,300	32,954	33,200
MEDIAN	29,395	29,593	27,027	27,810	28,300
QUARTILE 1	27,252	24,981	24,300	26,251	26,415
LOWEST	24,600	22,420	21,960	20,975	20,975
MEAN	30,813	30,102	27,340	30,534	30,363
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	40	28	11	132	211
NUMBER OF FACULTY,ALL RANKS ..	33,408	8,635	1,749	30,165	73,957
SCHEDULED SALARIES					
HIGHEST	55,000	29,747	28,400	51,522	55,000
QUARTILE 3	27,786	28,612	24,500	27,484	27,786
MEDIAN	24,250	24,250	22,104	23,465	23,500
QUARTILE 1	21,600	21,693	20,654	21,623	21,623
LOWEST	20,205	18,181	19,991	18,290	18,181
MEAN	25,415	24,816	22,852	25,120	25,017
INSTRUCTOR					
NUMBER OF INSTITUTIONS	40	28	11	131	210
NUMBER OF FACULTY,ALL RANKS ..	33,408	8,635	1,749	30,089	73,881
SCHEDULED SALARIES					
HIGHEST	55,000	24,072	22,800	40,435	55,000
QUARTILE 3	20,271	23,023	19,692	21,388	21,026
MEDIAN	19,692	19,296	16,000	19,692	19,692
QUARTILE 1	17,678	16,564	15,664	17,855	17,499
LOWEST	15,390	14,280	13,687	14,045	13,687
MEAN	20,057	19,396	17,254	20,092	19,844

TABLE 5.--SCHEDULED MINIMUM SALARIES OF PRIVATE FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1980-81

RANK AND ITEM	PRIVATE UNIVERSITIES		PRIVATE COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	9	7	146	96	94	352
NUMBER OF FACULTY,ALL RANKS	3,405	1,080	14,069	3,890	1,778	24,222
SCHEDULED SALARIES						
HIGHEST	26,500	22,750	27,925	38,255	35,789	38,255
QUARTILE 3	...	...	21,260	19,968	22,625	21,107
MEDIAN	21,660	20,650	19,000	17,580	18,490	18,500
QUARTILE 1	...	...	17,153	15,884	15,975	16,500
LOWEST	18,000	16,500	12,525	10,200	8,200	8,200
MEAN	22,348	19,454	19,392	18,160	19,486	19,158
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	9	7	145	95	97	353
NUMBER OF FACULTY,ALL RANKS	3,405	1,080	14,018	3,817	1,814	24,134
SCHEDULED SALARIES						
HIGHEST	23,790	18,500	22,750	30,014	28,340	30,014
QUARTILE 3	...	...	17,615	16,700	19,000	17,841
MEDIAN	18,573	17,110	16,200	15,380	15,552	16,000
QUARTILE 1	...	...	14,707	14,000	13,855	14,059
LOWEST	15,000	14,000	11,445	8,730	7,600	7,600
MEAN	19,044	16,372	16,377	15,773	16,641	16,355
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	9	7	144	96	92	348
NUMBER OF FACULTY,ALL RANKS	3,405	1,080	13,937	3,890	1,766	24,078
SCHEDULED SALARIES						
HIGHEST	17,480	16,000	18,687	23,459	25,000	25,000
QUARTILE 3	...	...	14,793	14,372	16,498	15,000
MEDIAN	15,440	12,514	13,393	13,000	13,085	13,138
QUARTILE 1	...	...	12,493	12,000	11,885	12,100
LOWEST	13,000	11,000	10,000	9,500	7,000	7,000
MEAN	15,361	13,537	13,596	13,583	14,136	13,780
INSTRUCTOR						
NUMBER OF INSTITUTIONS	8	7	141	92	73	321
NUMBER OF FACULTY,ALL RANKS	3,349	1,080	13,729	3,753	1,417	23,328
SCHEDULED SALARIES						
HIGHEST	15,238	14,300	16,200	20,092	18,937	20,092
QUARTILE 3	...	...	12,500	12,979	12,997	12,891
MEDIAN	13,155	13,000	11,600	11,570	11,189	11,700
QUARTILE 1	...	...	10,800	10,500	9,844	10,500
LOWEST	11,500	9,000	8,750	8,500	5,200	5,200
MEAN	13,285	12,437	11,735	11,935	11,775	11,855

TABLE 6.—SCHEDULED MAXIMUM SALARIES OF PRIVATE FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1980-81

RANK AND ITEM	PRIVATE UNIVERSITIES		PRIVATE COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	9	6	137	93	92	337
NUMBER OF FACULTY,ALL RANKS	3,405	762	12,821	3,771	1,706	22,465
SCHEDULED SALARIES						
HIGHEST	53,112	45,200	51,000	46,864	44,275	53,112
QUARTILE 3	...	...	30,526	27,084	28,925	29,560
MEDIAN	34,500	32,472	26,250	23,400	23,530	25,000
QUARTILE 1	...	...	23,000	20,450	19,684	21,249
LOWEST	20,656	19,150	17,664	13,650	10,000	10,000
MEAN	36,120	32,012	27,398	24,274	25,190	26,248
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	9	7	144	95	97	352
NUMBER OF FACULTY,ALL RANKS	3,405	1,080	13,776	3,817	1,814	23,892
SCHEDULED SALARIES						
HIGHEST	51,204	36,609	32,200	37,438	38,000	51,204
QUARTILE 3	...	...	25,000	22,000	24,462	24,405
MEDIAN	28,490	22,999	22,368	20,100	20,000	21,165
QUARTILE 1	...	...	20,204	18,200	17,083	18,623
LOWEST	19,792	18,150	16,000	12,795	8,100	8,100
MEAN	29,694	24,044	22,705	20,773	20,986	21,915
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	9	7	145	95	91	347
NUMBER OF FACULTY,ALL RANKS	3,405	1,080	14,018	3,863	1,746	24,112
SCHEDULED SALARIES						
HIGHEST	31,556	33,999	28,000	31,964	32,155	33,999
QUARTILE 3	...	...	20,889	19,755	21,131	21,000
MEDIAN	23,370	19,846	18,550	17,700	18,000	18,200
QUARTILE 1	...	...	17,540	16,000	15,000	16,500
LOWEST	19,068	15,250	14,000	12,395	7,500	7,500
MEAN	24,098	21,963	19,238	18,025	18,333	18,850
INSTRUCTOR						
NUMBER OF INSTITUTIONS	8	7	141	90	77	323
NUMBER OF FACULTY,ALL RANKS	3,349	1,080	13,566	3,704	1,502	23,201
SCHEDULED SALARIES						
HIGHEST	20,000	22,000	24,500	27,789	26,693	27,789
QUARTILE 3	...	...	18,318	16,500	17,320	16,600
MEDIAN	18,425	15,499	15,100	14,472	14,364	15,000
QUARTILE 1	...	...	14,329	13,375	12,100	13,675
LOWEST	14,480	12,500	11,150	11,268	6,900	6,900
MEAN	18,023	15,967	15,563	15,132	14,943	15,369

TABLE 7. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PRIVATE 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1980-81

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
BACHELOR'S DEGREE	31	6,000	8,975	10,500	10,091	11,280	13,304
MASTER'S DEGREE	35	7,000	9,800	11,547	11,151	12,246	14,850
SIX YEARS	23	7,250	9,900	12,140	11,642	12,808	15,450
DOCTOR'S DEGREE	29	8,000	10,825	13,050	12,476	13,608	15,476
				MAXIMUM SALARIES			
BACHELOR'S DEGREE	31	7,120	11,663	12,600	13,124	15,027	21,694
MASTER'S DEGREE	35	8,120	12,870	15,358	14,934	16,072	24,206
SIX YEARS	22	8,370	13,889	15,800	15,639	16,597	24,806
DOCTOR'S DEGREE	29	9,120	14,883	16,689	16,423	18,568	22,000

TABLE 8. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PRIVATE 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1980-81

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES				
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
INSTRUCTOR	15	9,000	9,700	10,800	10,981	12,000	14,337
ASSISTANT PROFESSOR	15	9,425	11,500	12,100	12,446	13,184	15,720
ASSOCIATE PROFESSOR	15	10,500	12,500	13,578	14,009	15,900	19,320
PROFESSOR	14	11,122	13,173	15,138	15,406	17,497	20,280
				MAXIMUM SALARIES			
INSTRUCTOR	15	11,700	12,360	13,145	14,261	16,200	19,872
ASSISTANT PROFESSOR	15	12,320	14,426	16,200	16,332	18,000	20,934
ASSOCIATE PROFESSOR	15	13,555	15,710	18,000	18,079	20,400	23,355
PROFESSOR	14	15,037	17,878	20,800	20,201	22,305	24,417